

PERSONNEL POLICY BOARD

January 5, 2006

MEETING

Meeting was held Thursday, January 5, 2006, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Jerry Sellentin, Sue Dedick, Georgia Glass, Doug McDaniel, Jim Haszard.
Member absent: Ed Bryson. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Chair Doug McDaniel.

Chair Doug McDaniel welcomed new member Georgia Glass to the Board.

It was moved by Jim Haszard and seconded by Jerry Sellentin to approve the minutes of the November 3, 2005 meeting. Voting yes: Jerry Sellentin, Sue Dedick, Doug McDaniel, Jim Haszard. Abstaining: Georgia Glass.

Agenda Item 1 was the request to change the pay grades for the classifications 0360 Grants Coordinator from C20 to C22 and 0370 Worker's Compensation & Risk Management Manager from E26 to E28. John Cripe of the Personnel Department explained this request. A salary survey was conducted by the Personnel Department at the request of the Department Heads of each of these affected classifications. Current employees within the classes will advance one step within the pay range upon approval of the pay grade changes. Results of the salary surveys showed that both classes should be increased by two pay grades. Following discussion, it was moved by Jerry Sellentin and seconded by Jim Haszard to approve the pay grade increases as presented. Motion unanimously carried.

Agenda Item 2 was the request to revise the class title and change the pay grade of 7890 Detention Facilitator (C20) to Juvenile Justice Coordinator (C25). John Cripe of the Personnel Department explained this request. This position works in the Human Services Department and is involved in the screening process for the Youth Diversion Program. The position duties have increased with the addition of other functions and the position has become more of an assistant to the Department Head since its creation and the hiring of an employee a few years ago. Following discussion, it was moved by Jerry Sellentin and seconded by Georgia Glass to approve the class title revision and pay grade change as presented. Motion unanimously carried.

Agenda Item 3 was the request to amend Rule 17.6 of the Personnel Rules. John Cripe of the Personnel Department explained this amendment was being proposed as a result of a recent audit done in a department which resulted in the reclassification of an employee to a lower pay grade. Based on the current language of the rule, the employee would suffer more harm than the proposed amendments, which would decrease their pay by one step, and then allow the County to freeze the employee at that rate of pay and wait for the range to catch up through general pay increases. Gary Young, representing the AFSCME bargaining group, addressed the Board and requested that the language be changed to not reduce the employee's pay by one step and to red-circle them at their current rate in all cases. Following discussion, it was moved by Jim Haszard and seconded by Jerry Sellentin to approve the amendment as presented. Motion unanimously carried by roll call vote.

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Agenda Item 4 was miscellaneous discussion. Doug Cyr of the County Attorney's office addressed the Board regarding the pay grade change in Item 1 for the Worker's Compensation & Risk Management Manager. Chair Doug McDaniel apologized for not giving him the opportunity to address the item before it was up for a vote as he was not aware of Mr. Cyr's desire to address the Board. Doug Cyr suggested the pay grade be increased to E29. Sue Eckley, the current Worker's Compensation and Risk Management Manager, also addressed the Board with comments in regards to the proposed pay range. John Cripe of the Personnel Department addressed the Board in regards to the comments made by Doug Cyr and Sue Eckley and informed the Board that in previous discussions with the County Commissioners their recommendation was for approval of the E28 pay grade. John Cripe indicated the Commissioners discussed possible future changes to the County's Worker's Compensation & Risk Management Office that may include creating it as its own department and creating a department head position. Don Taute of the Personnel Department also addressed the Board and answered questions they had in regards to the current discussion. Following discussion, it was moved by Jerry Sellentin and seconded by Georgia Glass to affirm the previous decision made by the Board in the pay grade change for Agenda Item 1, 0370 Worker's Compensation & Risk Management Manager classification. Motion unanimously carried by roll call vote.

Karen Eurich of the Personnel Department asked the board members about their attendance for the February 2, 2006 meeting, as there is an appeal pending for that meeting. All affirmed their attendance for the February meeting.

Jeanne Sayers of County Property Management and the Employee Advisory Team (EAT) group addressed the Board regarding how the unrepresented employee group can bring items to the Personnel Board for their consideration and approval, specifically, the re-implementation of a sick leave incentive program. Chair Doug McDaniel recommended to Ms. Sayers that any requests for rule amendments or program changes be presented to the Personnel Department. Don Taute of the Personnel Department addressed the Board regarding the questions raised by Ms. Sayers. John Cripe of the Personnel Department also addressed the Board regarding Ms. Sayers comments.

There being no further business, the meeting adjourned at 2:35 p.m.

The next regular scheduled meeting is tentatively set for Thursday, February 2, 2006.

Karen Eurich
Personnel Operations Specialist